

Examples for Completing the Diversity Section of the Staff Review and Development Plan

The Staff Review and Development Plan (SRDP) states the following as a performance factor for diversity:

Support of Diversity: Demonstrates a respect for the value of individuals regardless of their background or culture; contributes to processes that create and support a diverse environment; participates in diversity programming and activities.

The following is a list of examples of ways an employee may contribute his/her support for diversity. Many of these activities were mentioned in the academic and administrative unit progress reports for "A Framework to Foster Diversity at Penn State." <http://www.equity.psu.edu/framework/archive.htm>. Some activities are more specific to ARL.

EXAMPLES OF ACTIVITIES TO INCLUDE ON THE SRDP

- 1) Volunteer or attendee at "Take Our Daughters and Sons to Work Day" activities.
- 2) Attendee at the ARL Diversity Committee's "Celebrating Our Differences" Holiday Open House.
- 3) Attendee at the ARL Veteran's Day luncheon or Navy League meetings or programs.
- 4) Participation in campus or community Veterans group programs.
- 5) Participation in Americans with Disabilities Act (ADA) programs.
- 6) Participation on diversity Steering Committees.
- 7) Attendance at campus or community diversity programs, banquets, plays, cultural events, museum exhibitions, etc (ex. Commission for Women Banquet, Faculty/Staff Forums on diversity topics, American Indian Powwow, cultural community festivals, Lavender Awards Program, MLK, Jr. Banquet and Palmer Museum of Art, Hub/Rosbeson, or Pattee/Paterno cultural art exhibitions, etc).
- 8) Memberships in diverse organizations at PSU or in the community.
(Ex. Commission for Women, Commission on Lesbian, Gay, Bisexual, Transgender Equity, Allies, Commission on Racial and Ethnic Diversity, Commission for Adult Learners, State College Area School District Ad Hoc Diversity Committees, church groups, etc).
- 9) Participation on the PSU Staff Advisory Diversity Sub-Committee, the ARL Diversity Committee, or other PSU or community diversity committees.
- 10) Mentor for FASTSTART (first year underrepresented students); Attendance at their professional development activities.
- 11) Mentor or "buddy" for ARL women, or multi-cultural students, faculty or staff.
- 12) Mentor or involvement with Women in Science and Engineering (WISE) or Women in Engineering (WEP) programs.
- 13) Attendance at Multi-cultural Engineering Program (MEP) luncheons, meetings for Society of Hispanic Professional Engineers (SHPE), National Society of Black Engineers (NSBE), or WISE meetings, conferences and career events.
- 14) Attendance at campus or community brown-bag sessions or lectures sponsored by women or underrepresented groups (including student groups).
- 15) Attendance at the PSU Women in Leadership Conference or other area or national conferences on Diversity.
- 16) Attendance at ARL's Staff Assistant retreats (ex. Customer Service workshops - diversity component).
- 17) Conducts field work in multi-cultural environments; learns from the community in which one works.
- 18) Participation in Human Resource Development Center Diversity (HRDC) or PSU higher education courses/workshops with a diversity focus.
- 19) Faculty Senator or volunteer working with the Curricular Integration Committee on the two-course intercultural/international diversity course requirement.
- 20) Participant on the MLK, Jr. Banquet program committee.
- 21) Completed on-line tutorials in diversity topics, multi-cultural languages, etc.

- 22) Attendee at the Diversity Committee presentation by Suzanne Adair, Affirmative Action Office.
- 23) Utilizes the diversity book collection at ARL or in the community (including reading cultural books to your children).
- 24) Sponsor or host for visiting international or multi-cultural students or faculty.
- 25) Graduate work or project research focuses on some aspect of diversity, (ex. working with sub-contractors or foreigners on projects with a diversity focus).
- 26) Community musician in a multi-cultural group with a focus on playing a variety of cultural music.
- 27) Provides tours/seminars for multi-cultural groups and/or students from the State College Area School District or others.
- 28) Participation in multi-cultural career fairs and Diversity Chat sessions.
- 29) Teaches a course with a diversity component.
- 30) Coordinates diversity programs and/or implementation of policies which impact diversity within the organization.
- 31) Partner in research with Historically Black Colleges and Universities (HBCUs) and/or Minority Serving Institutions (MSIs)
- 32) Writes articles for the diversity section of the ARL Newsletter, Centre Daily Times, or other media outlets.
- 33) Reads/evaluates student papers for AAAS diversity achievement awards.
- 34) Volunteer to assist multi-cultural students in preparing resumes for the PSU Career Services Center.
- 35) Volunteer mentor for the Visit in Engineering Week program, or other campus outreach programs.
- 36) Designs/prepares diversity advertisements for the Intranet, magazines, and other news sources.
- 37) Provides sub-contracts to women and/or diversity suppliers.
- 38) Prepares proposals for grant funding to support diversity programs.
- 39) Participates in human service activities to support women or diverse causes (Relay for Life, Breast Cancer Society, ARL community Fund, or Food Bank fundraisers, etc.)
- 40) Provides monetary support for diversity programming, or professional development of women, underrepresented students, staff, and/or faculty, etc.
- 41) Recruits, hires, and retains women and or students, faculty or staff from underrepresented groups (including veterans, and/or physically challenged individuals)

Please advise Pat Hayes at pgh1@psu.edu or 814-863-9940 if you have other suggestions to add to this list.

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